



CITY OF NEWPORT BEACH BENEFITS SUMMARY

Newport Beach Police Association January 1, 2012 through June 30, 2014

This is a partial list of employee compensation and fringe benefits. For a complete explanation of benefits, benefit eligibility and restrictions, please refer to the current Memorandum of Understanding (MOU) and the Employee Policy Manual.

COMPENSATION

Salary Adjustments: Effective July 1, 2012, salary ranges for all classifications covered by NBPA will be adjusted 2%. Effective the first payroll period on or after July 1, 2013, there will be a minimum 1% and maximum 2% salary adjustment based on the Consumer Price Index (CPI) for the 12 month period ending March 31 (All Urban Consumers; LA-Riverside-Orange County).

*Effective July 1, 2013, the base salary for all unit Safety members shall be increased by 3.1% (concurrent with the implementation of Government Code Section 20516(a) cost sharing).

Overtime: Employees receive one and one-half (1.5) for hours worked in excess of the regularly scheduled shift.

Overtime Compensation- Court: Off-duty employees on-call for court shall receive compensation equal to the actual standby time with a minimum of one (1) hour. Off-duty employees who are required to appear in court shall be compensated for the actual time with a minimum of two (2) hours paid at time and one-half (1-1/2) of employee's rate. Off-duty employees whose court appearance is cancelled with less than 12 hours notice shall receive 1 hour of regular pay.

Master Officer I, II, III & IV Program: Comprised of 4 levels (5% increments) with progressively higher compensation paid as years of service and experience increase. Salary steps 10, 11, 12 and 13 of the Police Officer salary range represent Master Officer I, II, III and IV respectively. Refer to the MOU for a complete description.

Education Retention Incentive Program: Non-sworn employees shall be eligible for payment for education beyond minimum qualifications and years of service as follows:

<u>Education</u>	<u>Years of City Service</u>
30 units	15
AA or 60 units	12
MA/BA or 120 units	8

A graduate degree is the only eligible increment of education for positions requiring BA.
Compensation: Five percent (5%) of member's base monthly salary.

Scholastic Achievement Pay: Sworn NBPA members receive compensation as follows:

(Note: Association members hired on and after June 26, 2012 shall be ineligible for any scholastic pay based upon having obtained units only – must have obtained a degree.)

Years of Service	30 Units	60 Units	90 Units	BA/BS	MA/MS/JD
2	1%	1%	1%	1%	1%
3	1%	2%	3%	5.5%	5.5%
4	1%	2%	3%	5.5%	6.5%

Shift Differential: Non-sworn only; \$1.50 per hour between 6 p.m. and 6 a.m.

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Field Training Officer (FTO) Pay: Must complete a forty (40) hour FTO course and shall be required to complete a Daily Evaluation Report for each shift worked with a trainee. The following classifications are not eligible for this pay: Sr. CSO, Sr. Custody Officer, Sr. Animal Control Officer, Sr. Police Dispatcher and Sr. Crime Scene Investigator.

Motor Officer Pay: Six (6) additional hours of overtime per month for maintenance of the motorcycle in a clean and serviceable condition.

Canine Officer Pay: Six (6) additional hours of overtime per month for maintaining the canine.

Matron Pay: Any female non-sworn employees assigned matron duties shall receive one (1) hour straight time pay for each shift matron duties are performed.

Minimum Call Back: Two (2) hour minimum for court or call out.

Bilingual Pay: \$200 per month for Spanish; additional languages may be certified for compensation by the Chief of Police. Testing is required.

Certification Pay: Paid annually as follows: Smog License \$250, Fire Mechanic State Level I \$100, Fire Mechanic State Level II \$200, ASE \$25 per certification (up to 8), Master Truck Technician \$100, Master Automobile Technician \$100, Class A license \$100, Class B license \$75.

Uniform Allowance: Provided by the City and reported to PERS as \$1,100 per year for sworn; \$118.56 per year for non-sworn personnel.

LEAVES

Flex Leave: Effective July 1, 2012, NBPA personnel shall accrue Flex Leave at the following rates:

Years of Cont. Svc	Hours/Pay Period
1 but less than 5	6.31
5 but less than 9	6.92
9 but less than 12	7.54
12 but less than 16	8.16
16 but less than 20	8.77
20 but less than 25	9.38
25 and over	10.00

9/81 Work Schedule: Employees assigned to the 9/81 work schedule accrue one (1) additional hour per pay period in addition to the accrual levels set forth above.

Holiday Time: 3.7 hours per pay period. NBPA Employees have the option to irrevocably elect to receive it in cash and reported to PERS as a special compensation or add all or any portion to the member's flex leave bank in lieu of a cash payment. Holiday time added to the flex leave bank will not be reported to PERS as special compensation.

Bereavement Leave: Employees are entitled to forty (40) hours per incident for immediate family members (terminal illness followed by death is considered one incident).

Leave Sellback: Employees have the option of selling back flex or vacation leave hours in excess of 160 hours twice annually.

Jury Duty: Paid leave up to sixty (60) days when required by law to attend a legal proceeding as a juror.

FRINGE BENEFITS

Cafeteria Plan: Effective March 1, 2012 the City contributes \$1,174 per month, plus the CalPERS medical contribution, for medical, dental and vision benefits. Employees with proof of other group medical coverage may opt out of the City plan and receive the cafeteria allowance of \$1,174 as taxable cash back. Effective January 1, 2013, the cafeteria amount will increase to \$1,274; and effective January 1, 2014, the cafeteria amount will increase to \$1,324 per month. *Those members participating in the opt-out program shall be permitted to cash out no more than \$1,274 monthly.*

Disability Insurance: City disability coverage requires a 30 calendar day waiting period. The weekly benefit is 66.67% of gross salary up to maximum of \$10,000 per month.

Life Insurance: City paid policy up to \$50,000 in coverage based on annual salary.

Employee Assistance Program (EAP): The EAP provides confidential counseling, education and referral on work and life issues at no cost to the employee; subject to provider guidelines.

Retirement Benefits:

TIER 1 (for employees hired on or before November 23, 2012 and in the 2.5%@55 PERS formula for Miscellaneous or 3%@50 PERS formula for Safety): Effective July 1, 2012, Miscellaneous members under the 2.5%@55 CalPERS formula shall pay a 5.71% member contribution and effective July 1, 2013 Miscellaneous members shall contribute an additional 2.29% member contribution (totaling 8%).

Effective July 1, 2012, Sworn members under the 3%@50 formula shall pay a 6.25% member contribution and effective July 1, 2013 Sworn members shall contribute an additional 2.75% member contribution (totaling 9%). Also effective July 1, 2013, per the 20516(a) cost sharing provision, employees shall contribute an additional 3.1% of the Employer contribution, subject to the terms of the current MOU.

The City has the following contract provisions: single highest year, 4th Level 1959 Survivor Benefit, Sick Leave Credit (Miscellaneous only), Military Service Credit, \$500 Lump Sum Death Benefit, 2% COLA, and Pre-retirement Optional Settlement 2 Death Benefit. Please contact Human Resources or refer to the CalPERS website, www.calpers.ca.gov, for an explanation of these options.

TIER 2 (for employees hired in the 2%@60 PERS formula for Miscellaneous or 3%@55 PERS formula for Safety): Final calculation will be the average three consecutive highest years salary. Miscellaneous members hired under the second tier shall pay a 7% member contribution and Sworn members hired under the second tier shall pay a 9% member contribution. Both units are subject to additional contributions under the terms of the current MOU. Effective July 1, 2013, per the 20516(a) cost sharing provision, Safety members shall contribute an additional 3.1% of the Employer contribution, subject to the terms of the current MOU.

TIER 3 (for employees hired under the PEPRA 2%@62 PERS formula for Miscellaneous or 2.7%@57 PERS formula for Safety): Provisions of pension reform include Miscellaneous members paying 6.25% member contribution and Sworn members paying 11.25% member contribution. Both units are subject to additional contributions under the terms of the current MOU, caps on pensionable income, and an average three year final calculation.

Retiree Medical Plans

Retiree Health Benefits Program: The City participates in a retiree medical program for employees through a Retiree Health Savings plan (RHS), with contributions paid by both the City and the employee. Employees employed prior to January 1, 2006 whose age and years of services total 50 or more, select from either the fully-converted plan or hybrid plan. Employees employed after January 1, 2006 participate in the fully-converted plan only.

<u>FULLY-CONVERTED PLAN</u>	<u>HYBRID PLAN</u>
<p>I. Payments by Employee to City to support program prior to retirement: None</p> <p>II. Contributions to Employee RHS Account During Employment:</p> <ol style="list-style-type: none">1. 1% Salary Contribution (Employee contribution).2. \$2.50 per month for each year of service plus age (City contribution; must be vested with 5 yrs City service).3. \$100 per month for every month paid into "old" system prior to January 1, 2006 (15 year maximum); (City contribution at time of retirement; must retire from City).4. Cash from conversion of leave at retirement (Employee contribution 0% of flex/vacation and 0% of sick). <p>III. City Contributions to Employee RHS Account After Retirement: None.</p>	<p>I. Payment by Employee to City to support program prior to retirement: \$100 per month until retirement</p> <p>II. Contributions to Employee RHS Account During Employment</p> <ol style="list-style-type: none">1. 1% Salary Contribution (Employee contribution).2. No City Contribution.3. \$75 per month for every month paid into "old" system prior to January 1, 200 (15 year maximum); (City contribution at time of retirement; must retire from City).4. Cash from conversion of leave at retirement (Employee contribution 0% of flex/vacation and 0% of sick). <p>III. City Contributions to Employee RHS Account After Retirement: \$400 per month.</p>

PORAC Retiree Medical Trust: Effective January 1, 2013, the City shall contribute \$100 per month, per unit member to the PORAC Retiree Medical Trust. Refer to the current MOU for plan specifics.

Tuition Reimbursement: Effective July 1, 2012, the maximum reimbursement is \$1,400 per fiscal year for sworn and non-sworn.

MISCELLANEOUS PROVISIONS

Direct Deposit: All unit employees shall participate in the City's Direct Deposit Program.